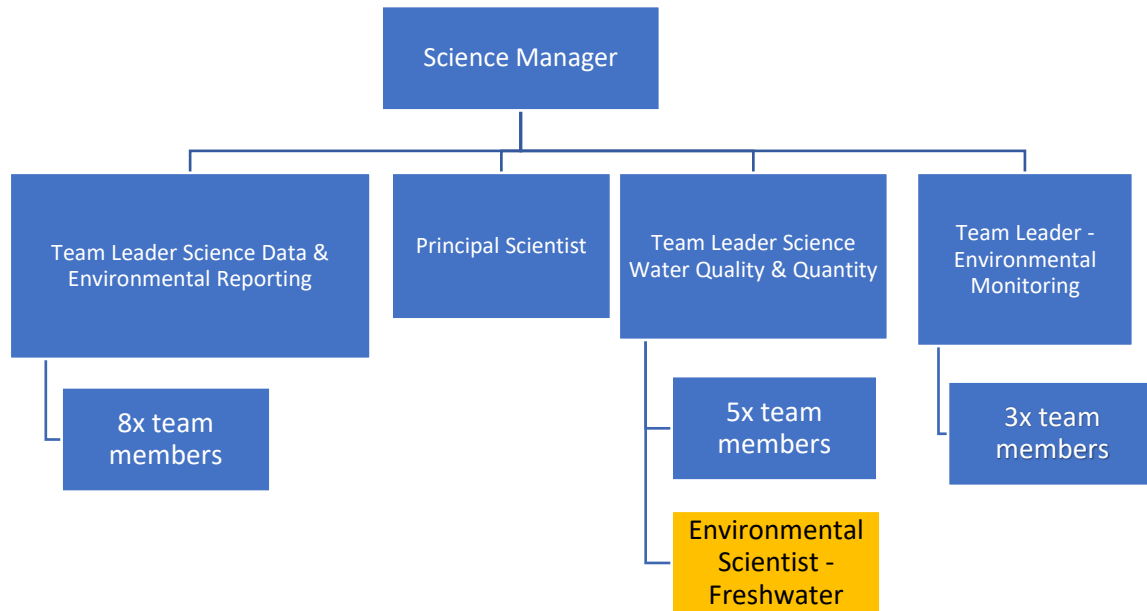


JOB DESCRIPTION

Job Title: Environmental Scientist – Freshwater
Work Unit: Strategy, Regulation and Science
Responsible to: Team Leader Science – Water Quality and Quantity
Position purpose: In collaboration with the wider science team, this position will play a key role in setting the direction of freshwater monitoring and research programmes relating to freshwater quality, with an emphasis on freshwater biological systems. The position provides sound, defensible scientific and technical advice to internal stakeholders supporting operational decision-making and contributing to resource consent and policy development processes.

Salary: \$90,356 (85%) - \$106,301 (100%)
Date: March 2026

ORGANISATIONAL CONTEXT



FUNCTIONAL RELATIONSHIPS

EXTERNAL	INTERNAL
<ul style="list-style-type: none"> ▪ Research agencies and scientists ▪ Contractors, consultants and suppliers ▪ Iwi and Hapu ▪ Community groups, stakeholders and NGOs ▪ General public and ratepayers ▪ Central Government Departments ▪ Other Regional Councils and Territorial Authorities ▪ Interest Groups/Sector Groups ▪ Resource users 	<ul style="list-style-type: none"> ▪ Science team ▪ Catchment Operations Group ▪ Freshwater and Projects Team ▪ Strategy Regulation & Science Group ▪ Regional Services & Information Group ▪ Environmental Data Team

KEY RESULT AREAS

JOBHOLDER IS ACCOUNTABLE FOR	JOBHOLDER IS SUCCESSFUL WHEN
1. Monitoring and Reporting	
<ul style="list-style-type: none"> ▪ Develop, implement and report on an approved freshwater monitoring and research programme for Horizons. ▪ Collaborate with the Team Leader – Environmental Monitoring in the delivery of the freshwater monitoring programme, through the provision of advice and/or direction. ▪ Collect, store, analyse and report on regional monitoring information. ▪ Ensure the freshwater programme is aligned to the science team and organisational priorities. ▪ Regular reporting on the delivery of the programme including the financial reporting. 	<ul style="list-style-type: none"> ▪ The freshwater monitoring and research programme is implemented and delivers on objectives within budget. ▪ Monitoring activities meet organisational objectives Resource monitoring data is accurate, up-to-date, accessible and stored appropriately. ▪ Results and findings of the monitoring programme are well communicated.
2. Scientific Research	
<ul style="list-style-type: none"> ▪ Develop and maintain Horizons' knowledge and capacity on natural resource management issues, primarily related to biological water quality science. ▪ Conduct data analysis, modelling, and statistical analysis using appropriate methodologies. ▪ Lead or collaborate in identifying, scoping and procuring responses to relevant research needs. ▪ Collate, report and communicate monitoring results, findings and conclusions to a wide range of audiences. ▪ Maintain an awareness and involvement in national and international research, 	<ul style="list-style-type: none"> ▪ Colleagues and external suppliers are aware of information needs and tasks are effectively scoped and assigned. ▪ Evidence is accurate, up-to-date and accessible; robust, repeatable methodologies are followed. ▪ Participants in catchment processes feel respected and trust that their views are heard and incorporated where possible. ▪ Advice is timely, cogent, and responds to the audience's needs. Council, Executive and participants understand the relevant science and its practical relevance to decision-making. Pragmatic approaches are developed to deal with uncertainty.

<p>monitoring, methodologies, technology, initiatives and trends.</p> <ul style="list-style-type: none"> ▪ Undertake information transfer to external customers. 	
3. Technical Advice and Communication	
<ul style="list-style-type: none"> ▪ Provide advice to external sources – (Territorial authorities, Crown research institutes and stakeholder groups). ▪ Provide technical expertise and reports for resource consent applications and compliance processes. ▪ Participate in resource consent pre-hearings, hearings, mediation sessions and Environment Court. ▪ Provide advice to Horizons’ Policy team on policy development and implementation, and other staff on freshwater issues. ▪ Initiate information transfer to public (via web site, presentations, reporting etc). 	<ul style="list-style-type: none"> ▪ Advice is informed, timely, concise and presented in an appropriate format to target audience. ▪ The science team has an active role in implementation and development of Policy. ▪ The regulatory and natural resources and partnerships groups are kept aware of emerging issues. ▪ Regional Council freshwater management systems, processes and implementation are improved. ▪ Resource consent reports are finished within deadlines. ▪ Information is presented to public, staff and council via appropriate media.
4. Project Management	
<ul style="list-style-type: none"> ▪ Ensure the direction, progress and outcomes of the freshwater and research programme are routinely communicated to the Team Leader – Water Quality and Quantity and the Science Manager. ▪ Co-ordinate and manage work programmes and projects including: defining project outcomes, milestones, deadlines, identifying and managing appropriate external/internal resources to complete projects. ▪ Identify emerging freshwater issues in the region and proactively advise Team Leader and Science Manager on risks, implications, and recommend initial responses. ▪ Build effective and productive relationships with Horizons’ staff, stakeholders, consent holders and research providers. 	<ul style="list-style-type: none"> ▪ Team Leader – Water Quality and Quantity and the Science Manager are kept informed of the direction, progress and outcomes of the programme. ▪ Freshwater monitoring and research programmes are comprehensively scoped and managed to ensure project aims and outcomes are achieved on time and within budget. ▪ Work programmes and projects are targeted at emerging or existing freshwater issues. ▪ Works closely, effectively and in a timely manner with Horizons staff, contractors, research providers, and the public, ensuring all parties/participants are involved as appropriate.
5. Team Building and Capacity Development	
<ul style="list-style-type: none"> ▪ Supervision and mentoring of research associates and periodic supervision of contractors, technicians, student placements, and internships as required. ▪ Participate fully in the performance management process. ▪ Ensure productivity is maintained and the quality of work meets approved standards. ▪ Foster an atmosphere for open and productive communication within the science team, and with internal and external customers. ▪ Maintain the relevance of science outputs to the Horizons’ needs. ▪ Complete any other tasks, as may be reasonably requested by the science manager, from time-to-time. 	<ul style="list-style-type: none"> ▪ Research Associates, technicians, student placements, and internships are supervised effectively and appropriately. ▪ Engages fully in the performance management process. ▪ Where relevant team members have a clear understanding of their work objectives in relation to water quality projects. ▪ Team morale is high and interactions with clients and service providers are constructive and result in beneficial outcomes for Horizons. ▪ Science completed by the team is relevant to the knowledge needs of Horizons.

6. Corporate Contribution

<ul style="list-style-type: none">▪ Maintain own professional development.▪ Undertake Performance Development tasks/responsibilities.▪ Undertake Health and Safety tasks/responsibilities.▪ Participate in emergency management training and activities as required.▪ Participate and contribute to corporate projects and inter-departmental initiatives as agreed.▪ Maintain Council plant and equipment.▪ Fulfil administration-reporting requirements (e.g. timesheets, vouchers, reporting).	<ul style="list-style-type: none">▪ Appropriate training and development undertaken as agreed.▪ Corporate responsibilities are undertaken and completed accurately, meeting specified standards and within agreed timeframes.▪ Contribution to projects and corporate initiatives is effective and valued.▪ Administration requirements are completed timely and accurately.
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PERSON SPECIFICATION

Knowledge/Experience

Essential

- Bachelor level qualification in appropriate natural science discipline.
 - A deep understanding of water quality concepts, and freshwater biological systems.
- A good understanding of the role of local government in natural resource management

Required

- Sound knowledge of issues relating to all or some of the following: limnology, freshwater physico-chemical interactions, or freshwater ecology.
- Proven project management skills.
- Good organisation skills, being able to self-initiate work, set own priorities and schedules and work to strict deadlines.
- Excellent communications skills (written and verbal); able to effectively present ideas and projects to a wide-ranging audience
- A team player, with a positive approach to change, able to relate to and engage positively with a wide range of people
- Holds a current drivers licence.

Desirable

- Postgraduate level qualification in appropriate natural science discipline.
- An understanding of mātauranga Māori, the Treaty of Waitangi, and tikanga (and te reo Māori ability), or willingness to learn.
- Experience working in complex environments with multiple and competing interests.
- Forward thinking, with an ability to think innovatively to identify solutions.
- Knowledge and understanding of the Resource Management Act and freshwater-related legislation and regulation.
- Experience in local or central government.
- Experience in Environment Court hearings, pre-hearings and mediations
- Competence with analytical / statistical software, data management systems and GIS and/or spatial modelling programmes (ideally familiar with the databases and software that Horizons uses – including Hilltop, Iris, ArcMap, and Microsoft suite).
- Experience in the use of national monitoring protocols.
- Has or can build connections across partner organisations and internally with Horizons to access and commission information.
- Relevant and comprehensive publication or output record.

KEY JOB COMPETENCIES

Expert Knowledge

- Freshwater science.
- Hydrology and catchment management.
- Analytical and Research skills.
- Reasoning/problem solving.
- Natural resource issues, science, and management approaches.

Advanced Knowledge

- Aquatic ecology.
- Project management.
- Relationship management.
- National monitoring protocols.
- Research methodology.
- dealing with ambiguity.
- Communication of technical information.

Working Knowledge

- International science networks.
- Relevant computer software / systems, including database management and statistical packages (e.g. R, Hilltop).
- Relevant Legislation and Regulation (e.g. Resource Management Act), and institutional responsibilities.
- Approaches to freshwater planning in use around New Zealand.
- Safe work practices.

Awareness

- Differing perspectives on resource management issues in the community.
- The political context, including the Treaty of Waitangi.
- Cultural considerations in relation to fresh water.

HORIZONS KEY COMPETENCIES

Customer Focus	Commitment to meeting the needs of anyone they work for and with including colleagues.
Job Knowledge	Have the knowledge and skills to perform the requirements of the position.
Communication	Use written and verbal language and style appropriate to the audience and context.
Teamwork	Work constructively with people as a team member to achieve a common goal.
Dependability and Commitment	Reliable and dedicated to achieving results.
Continuous Improvement	Adjusts to change and different perspectives, thinks proactively, pursues opportunities and take appropriate action.
Organising for Results	Ensures work is completed effectively and within agreed deadlines.

OTHER REQUIREMENTS

Be prepared to:

- Occasionally work outside of normal business hours.
- Have occasional overnight stays away from home.
- Undertake activities, as directed, as part of Horizons Regional Council's response to flood events, environmental incidents and emergency response.
- Maintain a proactive approach to Health and Safety in relationship to your responsibilities and ensure legislative responsibilities and codes of practice are complied with.

NGĀ UARA O NGĀ PAE | HORIZONS' VALUES



Manaakitanga | We care for our places and make a positive difference – We care for our communities and the region's environments. We care for current and future generations.

He kura te tangata | We treasure our people – We look after each other, we uphold each other's mana; we use our different skills to support one another.

Mā rau ringa e tutuki ai | We succeed together – We strengthen our partnerships by collaborating with each other and our communities. We share information, knowledge and experiences because doing things together, works best. We listen to understand each other.

Kia Mau Ki Te Tokanga Nui a Noho

DECLARATION

This position description is prepared on the basis of existing and foreseen duties and responsibilities. As such it will not prejudice further specification and/or rearrangement at a later date. Also it will not prejudice a particular incumbent's ability to achieve personal development through a change (or partial change) in duties and/or position.

Approved: _____ (Manager) Date: ___/___/___

Read and Understood: _____ (Incumbent) Date: ___/___/___